

Martin Grimm, Ed.D.

Superintendent of Schools

Accomplished professional with extensive experience in successfully leading educational institutions to excellence. Well-versed in managing district-wide initiatives, implementing innovative curriculum enhancements, and cultivating a culture of continuous improvement. Adept at building relationships with diverse stakeholders, including faculty, staff, parents, and community members. Prudent in navigating complex challenges, championing equity and inclusion, and optimizing resources to support diverse needs of students, educators, and families. Proficient in achieving measurable outcomes, fostering a positive learning environment, and empowering future generations.

Areas of Expertise

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| ◆ Curriculum Development | ◆ Strategic Planning & Execution | ◆ Cross-functional Collaboration |
| ◆ Educational Leadership | ◆ Community Engagement | ◆ Leadership & Team Building |
| ◆ Policy Implementation | ◆ Student Achievement | ◆ Technology Integration |
| ◆ Budget Creation and Management | ◆ Staff Development | ◆ School Safety |

Professional Experience

Prince William County Schools, Manassas, VA Director of Student Activities Management	2022 – Present
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Establish accountability for student activities directors, middle school coordinators, and athletic trainers, covering emergency plans, AED access, and concussion procedures. Collaborate with Division Counsel, transportation, finance, and HR to update regulations on social media, employee conduct, conflicts of interest, athletic transfers, and concussion management. Revised Athletic Trainer evaluations to include medical standards. Develop a scope and sequence for aspiring administrators. Partner with Inova Concussion Clinic for education. Enhanced student safety during dangerous weather and heat conditions by installing lightning warning and weather station systems at all middle and high schools.

- Led the restructuring of the Division-wide Activities and Athletics department, which included the expansion of K-12 Robotics, the Aquatics Center, and the direct supervision of school-based Directors of Student Activities and Middle and High School Athletic Trainers.
- Developed a national model for equitable access to school board-funded PWCS Scholastic Crew teams and chaired the Virginia Scholastic Rowing Association (VASRA).
- Addressed and systematically ensured consistency and fairness in determining student athletic eligibility across all PWCS high schools.
- Collaboratively led and created multi-million-dollar budgets for multiple areas, including appropriated funds and enterprise funds. Ensured the needs of schools and students were met throughout PWCS by effectively allocating and reallocating funds.
- Worked with NFL partners to create the first girls’ flag Football program in the Commonwealth of Virginia.
- Closed Title IX participation gaps, increased overall athletic participation by 5% division-wide, and created new division-wide participation opportunities, including the inaugural PWCS Bowling league and championship, which had over 300 bowlers in its first year.

Hayfield Secondary School (Grades 7-12), Alexandria, VA Principal	2014 – 2022
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Revamped SOAR intervention period for Tier 2 math and reading support (grades 7-12). Six intervention sessions were conducted over four weeks for targeted students. Provided AP students with a 45-minute AP support course and study hall every other day. Standardized school-wide syllabi to emphasize assessment retake policy, grading, and homework expectations. Developed a three-year action plan for vertical articulation, common academic vocabulary, and structured text analysis. Led safety operations for 3,400 students and 350 faculty/staff. Established “Thanks A Latte” recognition program for outstanding teacher/staff efforts. Executed the Teacher SOAR recognition program for peer recognition of exceptional teacher efforts.

- Awarded the Virginia Department of Education (VDOE) Continuous Achievement Award for Standards of Learning Performance (state assessment).
- Became the first secondary school in Virginia to earn the Purple Star award in recognition of supporting and connecting military-connected youth.
- Created vertical articulation professional development between the middle and high school departments with a three-year action plan resulting in common academic vocabulary, looped assessments, and structured text analysis by academic departments in grades 7-12.
- Exceeded FCPS and state average SOL pass rates for black students at 77% (above FCPS 76% and State 71%), Hispanic students 78% (above FCPS 72% and State 74%), and economically disadvantaged students 74% (above FCPS 71% and State 72%).
- Boosted participation in the Young Scholars program, designed to aid students in transitioning from general educational courses to honors and AP courses.
- Expanded STAR to include progression of 9th-grade students from Math 8 to Algebra I Honors, and further from Algebra I to Geometry Honors.
- Elevated math SOL pass rates from 70% to 79% (2014-2016) and achieved an 81% pass rate in 2019 (grades 7-12).
- Facilitated the advancement of 28 students from Math 7 to Algebra I in 8th grade and achieved a 100% pass rate.
- Improved PBIS implementation and Middle School math SOL pass rates from 63% to 77%.
- Reduced out-of-school suspensions by 51% and in-school suspensions by 43%.
- Maximized AP test administration by 22% and AP test-takers by 13%.

Centreville High School (Grades 9-12), Clifton, VA
Principal

2012 – 2014

Introduced delayed opening to facilitate teacher collaboration. Revamped the special education basic skills program with a focus on literacy and numeracy. Established an Instructional Coach team to foster school-wide instructional collaboration. Implemented a system for quick "positive referrals" to recognize student achievements. Provided personalized mentoring to students, resulting in academic advancement and college acceptance. Prioritized administrator visibility with over 1,000 documented classroom visits. Streamlined special education screening process and Individualized Education Program (IEP) development process. Optimized facilities allocation, created Math Center, and oversaw instructional leadership and safety for 2,400 students and 250+ faculty/staff. Executed a faculty recognition program, "starfish," to acknowledge exceptional staff contributions. Collaborated with stakeholders to develop vision and mission statements reflecting shared values.

- Enhanced co-taught special education classes by 50% and doubled the number of 2 x 2 double block Algebra classes through master schedule adaptation.
- Implemented the Mentor's Work program, resulting in increased on-time graduation rates by supporting at-risk seniors with faculty mentorship.
- Boosted academic outcomes for black and Hispanic students in math by 10% on SOL assessments from 2012 to 2014.
- Restructured intervention period, leading to improved grades and accountability among students.
- Reduced discipline referrals by 33% by integrating Restorative Justice into the discipline matrix.

Additional Experience

Adjunct Professor

George Mason University School of Education, Fairfax, VA

Virginia Concussion Initiative, Contributor

Collaborated on policy in the Commonwealth of Virginia for K-12 concussion assessment and prevention.

Assistant Principal II

Thomas Edison High School (Grades 9-12), Alexandria, VA, areas of supervision: Mathematics, Special Education, and CTE.

Principal

Extended School Year for Secondary Students, FCPS Special Education Summer School Site (one of two for the division).

Director of Student Activities

Thomas A. Edison High School, Alexandria, VA

Dean of Students

Eldorado K-8 (Grades K – 8), Superior, CO, areas of supervision, K-8 discipline and grades 5 and 6 Collaborative teams.

Director of Athletics /Men's Head Basketball Coach/Exercise Science Lecturer

Oxford College of Emory University, Oxford, GA

Education

Doctorate in Educational Leadership

Virginia Polytechnic Institute & State University, Blacksburg, VA

Thesis Topic: Virginia High School Principals' Perceptions on the Readiness of School Culture for Implementation of the Multi-Tiered Systems of Support Framework.

Master of Education in Curriculum Development & Cooperative Learning

Regis University, Denver, CO

Bachelor of Science in Exercise & Sports Science, NCATE certification

Colorado State University, Fort Collins, CO

Associate of Arts in Education

Seattle Central Community College, Seattle, WA

Leadership Experience

Adjunct Professor, George Mason University School of Education

Instructed graduate-level courses for master's degree candidates in PreK-12 Administration.

President, High School Principals Association

- Selected by the 31-member Fairfax County Public Schools (FCPS) High School Principals Association to serve as President-Elect (2019-2020), President (2020-2021), and Past President (2021-2022).
- Championed interests of high school principals in discussions at Superintendent's Leadership Team meetings.
- Acted as primary liaison connecting high school principals with 13 members of the Fairfax County School Board.

Committee Work and School Board Principal Representative

Collaborated and co-presented to the school board on various topics, such as Discipline Disparity, Grading Policy, One-to-One Technology, Student Rights and Responsibilities, School Culture and Engagement, and Calendar Development.

Lead Principal for "AMP"

Secured a \$1.5M grant from the Department of Defense for Hayfield Pyramid, aimed at enhancing mathematics achievement for dependents of Department of Defense personnel.

Executive Committee and Personnel Committee Member for the Virginia High School League

- Oversaw evaluation process of VHSL Executive Director for an association encompassing 312 public and private high schools across Virginia.
- Spearheaded development and oversight of state-wide athletic and activity policies.

NASSP Committee Member

- Member of National Association of Secondary School Principals (NASSP) National Junior Honor Society Revision Committee.
- Featured in Ed Leadership article, April 2018, Vertical PreK-12 Integration Results in Real-World Success Stories.
- Presented with the Hayfield Pyramid "Successful K-12 Vertical Articulation" at NASSP Conference (2017).

Licensure/Professional Development

Superintendent License, Virginia

PreK-12 Principal License, Health and Physical Education, Virginia

Virginia Aspiring Superintendent Cohort

Korean Education Cultural Exchange and guest lecturer at multiple universities and colleges in South Korea

The BB&T (Truist) Leadership Institute

Center for Creative Leadership

Disney Institute of Leadership

Betty Ford Clinic's Professional-in-Residence Program on Addiction